

Quick Summary of WCMA City Salary Data

Population	2024 Annual Base Salary			Severance (days)
	Median	Average	Range	Average
10,000 or less	\$153,168	\$151,449	\$ 83,000 to \$260,328	205
10,001 - 20,000	\$202,163	\$200,152	\$155,736 to \$234,812	173
20,001 - 30,000	\$219,268	\$209,921	\$149,000 to \$275,000	185
30,001 - 50,000	\$219,916	\$218,390	\$176,177 to \$267,416	157
50,001 - 100,000	\$232,000	\$236,318	\$229,000 to \$264,000	186
100,001 - 250,000	\$318,640	\$318,640	\$293,280 to \$344,000	180

Benefit Summary - % and # of respondents who receive the identified benefits

Short-term disability insurance	21%	15
Long-term disability insurance	39%	27
Life insurance	83%	58
Health insurance	97%	68
Annual leave (vacation/PTO)	100%	70
Sick leave	93%	65
Annual leave payout at separation	80%	56
Sick leave payout at separation	44%	31
PERS pension	89%	62
Social Security Substitute/Replacement	20%	14
401(1) or 401(k) employer retirement contribution	23%	16
457 employer retirement contribution	57%	40
Bonus	11%	8
Relocation benefits	29%	20
Housing allowance	0%	0
Car allowance or use of city/county car	57%	40
WCMA membership dues	83%	58
WCMA conference attendance	77%	54
ICMA membership dues	70%	49
ICMA conference attendance	64%	45
Technology use or allowance (cell phone, tablet, personal internet)	56%	39
Health club membership	7%	5
Other	11%	8